

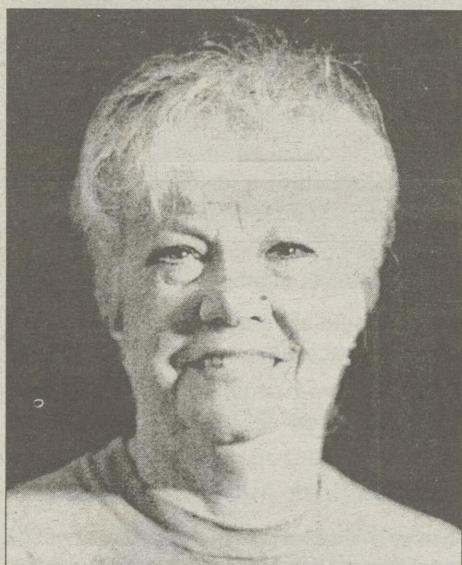
Leedham vs. Hoffa Head to Head

Debate Sept. 21

500,000 Video Tapes to be Made Available to Members ★ See pp. 4-5

\$100,000 Club Swells to 199 Officials \$29 Million in Bloated Salaries

There are 199 Teamster officials in the \$100,000 Club, who received \$29.1 million last year. That is up \$11 million in just three years. This increase in big salaries comes as funding for organizing was cut by 63 percent in the same three-year period. Millions have been transferred from organizing to perks for top officials.



"When I see the \$100,000 Club I know that our union leadership's priorities are out of whack.

"I'll be at the TDU Convention in Pittsburgh to join with other Teamsters who are working to get our union's priorities on track. See page 12 to register now — you won't regret it!"

Sue Yocum
Local 79, Group Tech
Tampa, Fla.

A thorough study of LM-2 financial reports and other documents has also revealed that:

- The International Union pays 140 multiple salaries: extra salaries to officials who already get a full-time union salary. The vast majority of these multiple-salary appointees have in turn donated large sums to the Hoffa campaign.
- The International Union has started a new perk: luxury housing expenses (on top of all other expenses) for four persons: James Hoffa, Thomas Keegel, Richard Lyter, and Carlow Scalf.
- The International Union filed a false financial report, signed by Hoffa and Keegel, which omits at least 13 multiple salaries, including 3 from Hoffa's own Pontiac Local 614.

See pages 6 to 8 for the full story. Learn the facts regarding Teamster finances.



TDU has no bloated salaries or perks. Your \$35 dues goes to getting Teamsters the information they need to defend their rights and make our union stronger.

No waste — just the facts.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____ e-mail _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

___ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210 • 313-842-2600

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

2001 TDU Convention

Sept. 21-23

Hilton Pittsburgh

Convention Schedule

Friday

Registration & Hospitality	11 a.m. - 5 p.m.
Workshops Session I	1 p.m. - 3 p.m.
Workshops Session II	3:30 p.m. - 5:30 p.m.
IBT Debate Video & Discussion	5:30 p.m. - 6:30 p.m.
<i>Get the first view of the official candidates debate between Tom Leedham and James Hoffa, from that morning at the National Press Club in Washington, D.C.</i>	
Dinner & Program	7 p.m. - 9 p.m.
<i>Removing the Obstacles to Teamster Power</i>	
Cash Bar & Reception	9 p.m. - midnight

Saturday

Registration	8 a.m. - 10 a.m.
Teamster Women's Network Meeting	8 a.m. - 9:15 a.m.
Main Session	9:30 a.m. - 11:45 a.m.
<i>Meeting the Challenges that Face Our Union</i>	
<i>National Organizer's Report, Ken Paff</i>	
<i>Nominations for TDU International Steering Committee</i>	
Lunch	Noon - 1:00 p.m.
Black Caucus Lunch Meeting	Noon - 1:00 p.m.
Workshops Session III	1 p.m. - 3 p.m.
Main Session	3:30 p.m. - 4:45 p.m.
<i>Resolution presented by ISC, discussion and vote</i>	
Special Events & Cash Bar	5 p.m. - 7 p.m.
<i>Latino Caucus Meeting</i>	
<i>UPS Meeting</i>	
<i>Voting for ISC</i>	
<i>Additional meetings & workshops</i>	
Banquet & Dinner Program	7:30 p.m. - 10 p.m.
<i>Tom Leedham, Candidate for IBT General President</i>	
<i>Meet Rank & File Power Slate candidates. Fundraising program.</i>	
Voting for ISC	10 p.m. - Midnight
Reception & Cash Bar	10 p.m. - Midnight

Sunday

Special Meetings	8 a.m. - 9 a.m.
Jurisdictional Meetings	9 a.m. - 11 a.m.
<i>Freight * Carhaul * UPS * Airlines * Grocery/Food Processing/Warehouse * Public Employees* and more</i>	
Lunch	11 a.m. - Noon
Teamster Women's Lunch Meeting	11 a.m. - Noon
Workshops Session IV	Noon - 2 p.m.
Closing Session	2 p.m. - 3 p.m.
<i>Building for Teamsters of the Future</i>	
<i>Election of ISC Officers</i>	



Convention Workshops

Friday

The Road to Teamster Power in 2002 >>>

Legal Rights on the Job & In the Union Understand the laws and Teamster rules from a Teamster member's viewpoint.

Take Creative Action to Get Results Whether on the picket line, shopfloor, or in the boss's office, creative action can make an impact and it gets members involved.

Getting Out the Vote >>>

Make Your Local Work for You Change your local by reforming your bylaws and building a rank and file caucus.

How to Beat Apathy and Get Members Involved Learn communication and organizing methods that boost member participation.

Saturday

Using the STAA to Fight for Truck Safety and Your Job >>>

Health & Safety Organizing on the Job Hear from experts and activists on organizing to win strong safety protections.

Winning Grievances: The Best Techniques The basics on effective grievance writing, investigating, and presenting.

How to Beat Apathy and Get Members Involved >>>

Strategies to Win the Contract You Want Learn the nuts and bolts to fight for a stronger contract when you're not at the bargaining table.

Fighting Mid-Contract Changes Attorney Robert Schwartz discusses the company's obligation to bargain over changes in work rules, attendance policies, schedules and job assignments.

Running for Local Union Office How to run and win your campaign for local office.

Starting a TDU Caucus or Chapter Learn from seasoned activists what you can do with a TDU caucus at your workplace, or chapter in your area.

Pension Rights Planning your retirement or getting the run-around from the Pension Fund? Know your rights.

Sunday

Production Harassment: Preparing for Future Technology What warehouse, UPS workers, and other Teamsters need to know to prepare for the technology of the future.

Legal Rights of Union Stewards >>>

Strategies for Managing & Building Your Local Union Getting the union on track—from finances, to staffing, to planning—experienced officers share how to stay organized, build local programs, and deal with the tough issues.

Leaflets and Newsletters that Work Get your message across to organize, fight for your contract, or win your election.

Building Shopfloor Unity and Power Learn organizing basics to build a member network, recruit volunteers, and mobilize members for more power on the job.

Speaking Up At Meetings >>>

Bargaining Tactics for Negotiators Learn negotiating tactics, employer tricks, and other ways to prepare to win a strong contract.

Note: This list is subject to change.

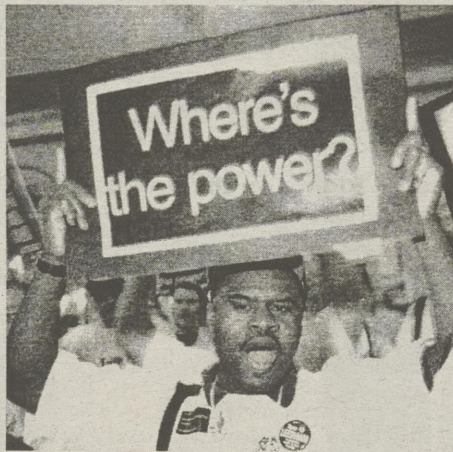
Workshop Highlights

► How to Beat Apathy and Get Members Involved

"If you could only get members interested" . . . Many active Teamsters say member apathy is one of their biggest issues. In this workshop, you can learn successful communication techniques and organizing strategies from experienced Teamsters that are proven to overcome apathy and get members involved. This workshop is useful for both rank and file members and local union leaders.

► The Road to Teamster Power in 2002

Teamsters have big challenges ahead — building for national contract victories, organizing the nonunion competition to increase bargaining power, and fighting for locals that stand up for all members. The future of democracy in our locals, of grievance system reform, and much more is at stake. Discuss the issues and strategies to build Teamster power beyond this year's important election.



Concerned About Freight Contract

"I'm concerned about our upcoming freight contract and the lack of organization we're seeing. We need real leadership. I'm headed to this year's TDU Convention to discuss how we can build real Teamster strength to win a good National Master Freight Agreement that members deserve."

Mike Loren
Local 120, Hyman
Minneapolis

► Speaking Up At Meetings

Most members avoid union meetings. But you can learn to use meetings to your advantage to make needed changes in your local. Learn from an experienced educator and union leader on the basics of using local union meetings to organize. Use meetings to take on issues and stop the rubber stamping by officials. Learn how to prepare, organize support, and use Robert's Rules of Order to the members' advantage.

► Production Harassment: Preparing for Future Technology

Hear from an expert on workplace technology about where technology is headed and how it may impact Teamster work. Warehouse, UPS, and other Teamsters face continuous changes in operations due to technology. Learn what may be coming your way and how Teamsters must bargain for the future in our contracts today.



Teamster Women Lead the Way Teamster women in the Seattle area gathered recently to make plans for the TDU Convention and for building women's involvement. Women have been leaders in the reform movement since the beginning and this year's convention will again feature women leading the way. The Teamster Women's Network will meet twice at the convention. Make your plans to be in Pittsburgh now!

► Legal Rights of Union Stewards

Attorney Robert Schwartz's book, the *Legal Rights of Union Stewards*, has been a bible for union stewards and members. Take advantage of this opportunity to hear from Schwartz first hand on your rights under the Weingarten rule, getting information from the company, and seeking NLRB protection from imposed contract changes, among other rights.

► Using the STAA to Fight for Truck Safety and Your Job

Too many employers expect workers to drive when it's not safe. Attorney Paul Taylor discusses the Surface Transportation Assistance Act and how you can fight for your rights and stay safe. Attorney Taylor has represented many drivers in cases against their employers. If you are an over-the-road driver, no matter what company, this information will benefit you.

Industry Meetings

Plan Strategies for Upcoming Contracts & Issues
Freight • Carhaul • UPS • Airlines • Grocery/Food Processing/
Warehouse • Public Employees • and more



Meet Tom Leedham Ballots for this year's important Teamster International election will be mailed three weeks after our convention. This is a great opportunity to meet and hear from Tom Leedham in person, as well as other candidates on the Rank & File Power slate.

What's at Stake in the Teamster Election

When hundreds of thousands of Teamster members cast their ballots this October, they will be choosing more than just our General President. They will be determining the road that our union will take for the next five years.

The next IBT General Executive Board will have to take decisive action to meet the many challenges facing working Teamsters.

Major Contracts: The next IBT leadership will negotiate the UPS, freight, carhaul, Anheuser-Busch and other major contracts for some 400,000 Teamsters. We need leaders who are not afraid to bring the power of the members into action in the face of company intransigence. That's how we took on UPS and won in 1997. The same old formula — talk tough, settle short and claim victory — will get us nowhere.

Strategic Organizing to Increase Our Clout: We need to organize tens of thousands of new members to strengthen our bargaining power in our core industries. The next IBT leadership must train thousands of Teamster members as organizers and deploy them in nationally coordinated organizing campaigns. We cannot successfully organize national companies by kicking the responsibility down to the locals. The next leadership must also devote real resources to organizing. Under Hoffa, the organizing budget has shrunk by two-thirds. No wonder the membership has shrunk by 11,000 members during the same period. We will either spend to organize the unorganized or we will pay through decreased bargaining power and lower wages and benefits.

Coordinated Bargaining and New Master Agreements: Tens of thousands of Teamster members work for companies like SuperValu, Pepsico, Hertz, Allied Waste and others in the warehouse, food processing, beverage, and sanitation industries. At contract time, these Teamsters bargain locally against national and multinational giants in David vs. Goliath battles. It doesn't have to be this way. Freight and UPS workers once bargained separate local agreements too until they joined together to negotiate national contracts, the strongest in our union. The next IBT leadership needs to build power for Teamsters working under local contracts by coordinating bargaining efforts nationally and moving

in the direction of new national agreements.

Retirement with Dignity: Our union has negotiated some good pensions in some of our best agreements. We need to maintain and improve those. The next IBT leadership needs to expand the fight for retirement with dignity by winning health care for all Teamster retirees. We also have many Teamster members who have totally inadequate pensions or not at all. The next IBT leadership needs to launch a comprehensive fight to win a basic pension for all Teamsters.

Spending Our Resources to Build Our Power: As the \$100,000 Club figures show, dues waste is at an all-time high in our union, at the same time that the organizing budget has been slashed and strike benefits have been frozen at \$55 per week. Our next International Union leadership needs to act decisively to eliminate this waste and spend our dues money exclusively on programs that build power for working Teamsters.

Corruption. Corruption does more than line the pockets of officials. As the Hoffa/Hogan Las Vegas scandal shows, corruption undermines Teamster contracts and guts our wages and working conditions. It also tarnishes the Teamster name, erodes public support for our struggles, and reinforces apathy in our membership. The next International Union leadership has to put teeth into our union's anti-corruption efforts by taking politics and PR out of the equation. The IBT must establish a body that is truly independent of the General Executive Board to investigate and act on corruption charges. We cannot afford a leadership that turns a blind eye to corruption when it implicates their friends.

Grassroots Democracy and Accountable Leaders: TDU fought for decades to win the Right to Vote for Teamster officers, but democracy is about more than the Right to Vote. The next IBT leadership needs to establish a Rank and File Bill of Rights that guarantees every Teamster members' basic rights. A Standards of Representation Committee to hold local leaders accountable to Teamster members. This is about more than simple fairness. We can't achieve any of our goals — winning better contracts, organizing the unor-

ganized, building grassroots pressure to hold politicians accountable to working families, etc.— as long as so many working Teamsters feel shut out of our union.

Our union and the labor movement as a whole are at a crossroad. When you cast your ballot this fall, vote as if your future, and the future of your family and the entire labor movement depend on it.

Because they do.



TOM LEEDHAM ON THE CAMPAIGN TRAIL: talking with Roadway Teamsters in Chicago.

Help Drive the Leedham Slate to Victory!

The Tom Leedham Rank & File Power campaign is entering the home stretch. With your help, the Leedham Slate can cross the finish line as a winner when the ballots are counted in mid-November.

Teamster members will determine the outcome of this election.

Here's what you can do to make a difference.

Spread the word: More than a dozen issue-oriented fliers are available from the Leedham campaign. For copies, call the campaign office at 718-875-4531 or visit www.Leedham.org to download leaflets from the campaign website.

Use the battle pages: The Leedham campaign has 10 1/2 new pages of campaign ads in the September and October issues of the *Teamster* magazine. Take your magazine to work and share.

Distribute videos: The Leedham Campaign will have 200,000 videotapes of the Leedham-Hoffa debate to distribute for free to interested Teamsters. Order copies from the cam-

paign.

Post signs and stickers: Pole signs, pole stickers, bumper stickers, round stickers and buttons are all available from the campaign. Order them and help make the campaign visible in your area.

Make a donation: Buy Leedham raffle tickets. Sell them. Or make a donation to the campaign. Your money will help turn out the vote.

Campaign with a Leedham Slate candidate: Candidates will be traveling across North America from now through the end of the election. If you can take time off to help to work candidate in your area, contact the Leedham campaign.

Turn out the vote: Ballots will be mailed on Oct. 9. Take your ballot to work and show fellow Teamsters how to vote for the entire Leedham Rank & File Power Slate. In many cities, volunteers will be organizing phone banks to call Teamster members and remind them to vote. Contact the campaign to find out how you can get involved in the phone banks.

Ballots Mailed October 9

A secret ballot will be mailed to the home of every Teamster on Oct. 9. Ballots must be returned by Nov. 14.

500,000 Video Tapes Available

Hoffa, Leedham to Debate

For the first time ever, candidates for Teamster president will debate the issues, and 500,000 copies of the one-hour video tape will be available for Teamster members. Election Administrator William Wertheimer is overseeing the event, which will take place at 9 a.m. on Sept. 21.

The videos will be given to the Hoffa and Leedham campaigns (200,000 to each), and 100,000 to local unions for members who request one. The Leedham campaign has indicated they will aggressively distribute tapes nationally to all interested Teamsters. Hoffa campaign attorneys indicated in one of the three hearings held on the issue that they may simply destroy theirs to avoid distributing them to

members.

The Hoffa campaign — with IBT-paid attorneys doing the lifting — tried to block the debate. Then they fought any distribution of tapes at all, continually filing appeals. TDU argued that a tape should be mailed to the home of each Teamster.

The debate, and the distribution of tapes, will help inform Teamster voters and increase voter turn out. It also represents a healthy precedent for future Teamster elections.

You can be part of the process. Get tapes from your local or the Leedham campaign; to distribute to your co-workers, or use at house parties or after-work gatherings to discuss the future of our union.

Candidates on the Move!

Tom Leedham Rank & File Slate members are criss-crossing North America, talking to Teamster members about the election and the future of our union.

The following is a list of just some of the cities where they will be cam-

paing between now and November 14, the date that the ballot count begins.

If you have time to campaign alongside a Leedham Rank & File Power Slate candidate, contact the Leedham Campaign at 718-875-4531.

Albany, N.Y.	Kansas City	Philadelphia
Atlanta	Knoxville, Tenn.	Pittsburgh
Baldwinsville, N.Y.	Lexington, Ky.	Portland, Ore.
Baltimore	Little Rock, Ark.	Providence, R.I.
Bay Area	Louisville	Richmond, VA
Birmingham, Ala.	Manchester, N.H.	Sacramento, Calif.
Boston	Maybrook, N.Y.	St. Louis
Buffalo, N.Y.	Memphis	Seattle
Carlisle, Pa.	Milwaukee	Springfield, Mass.
Chicago	Miami	Stockton, Calif.
Cleveland	Minneapolis/St. Paul	Syracuse, N.Y.
Columbus	Modesto, Calif.	Toronto
Denver	Nashville	Vancouver
Detroit	Newark, N.J.	Washington, D.C.
Hagerstown, Md.	New Haven, Conn.	Worcester, Mass.
Hartford, Conn.	New Orleans	Youngstown, Ohio
Houston	New York City	



"As we enter the home stretch of the campaign, there's no better place for Tom Leedham campaign activists to be than the TDU Convention. You'll be able to meet Rank & File Power supporters from coast to coast who are all working to put Tom over the top in November. And what you learn at the TDU Convention is guaranteed to help you through the end of the campaign and beyond.

"If you want to help build the Tom Leedham Rank & File Power campaign, you need to be at the TDU Convention."

Rick Mazak
Local 938, Allied Systems
St. Thomas, Ontario



ON THE CAMPAIGN TRAIL: Tom Leedham and TDU member Bruce Blake discuss the campaign with UPS Teamsters in Southern California.

Help Spread Rank & File Power!

UPS management Hoffa to negotiate the next contract!

Tom Leedham y Maria Martinez

Do you?

UPS Teams! Tom Leedham

Tom Leedham Rank & File Power Campaign

Vote Tom Leedham

Management wants Hoffa to head the Teamsters

Tom Leedham Wins Strong Contracts for Warehouse Workers

Tom Leedham has negotiated:

- Industry leading contracts with wages and pension contributions of \$21.00 per hour
- Limits on production standards as posted
- An end to two-tier pay. Final pay for all employees during the same work regardless of their date of hire
- Caps on mandatory overtime. Daily and weekly caps on mandatory overtime. All additional overtime optional

Vote Tom Leedham Rank & File Power Slate!

Vote Tom Leedham Rank & File Power Slate!

Has Hoffa fought to win these gains for you?

Vote Tom Leedham Rank & File Power Slate!

A secret ballot will be mailed to your home on October 30th.

Above are some of the flyers available from the Leedham campaign. Pole signs, buttons, hats, T-shirts and more are also in stock. Call the campaign office at 718-875-4531 or visit www.leedham.org to order. Help spread Rank & File Power!

What Happened to Hoffa's Promise to 'Cut and Cap' Salaries?

\$100,000 Club Swells to 199

NAME	CITY	SALARY	TOTAL COMP.	AFFILIATES	NAME	CITY	SALARY	TOTAL COMP.
Frank Wsol	Chicago	\$329,045	\$345,577	JC 25, L 710	Rick Middleton ¹	El Monte, Calif.	133,800	150,096
James Santangelo ¹	El Monte, Calif.	240,844	285,029	Int'l, JC 42, L 848	Gary S. Witlen	Washington, D.C.	135,838	148,732
James P. Hoffa	Washington, D.C.	228,713	262,200	Int'l	Michael Mathis	Washington, D.C.	111,295	143,048
C. Thomas Keegel	Minneapolis	207,569	261,664	Int'l	Leticia Reyes ²	Covina, Calif.	141,709	141,815
John T. Coli	Chicago	249,565	260,864	Int'l, JC 25, L 727	Doc Conder	Kansas City, Mo.	115,725	139,638
Jon Rabine ²	Seattle	241,926	260,659	Int'l, JC 28, L 763	James McCall	Washington, D.C.	130,825	139,575
Thomas R. O'Donnell	Lake Success, N.Y.	234,881	257,973	Int'l, L 817	Robert White	Joliet, Ill.	127,648	137,980
Patrick W. Flynn	Chicago	228,713	256,200	Int'l, L 710	John Kikes	Oakland, Calif.	111,824	137,600
Thomas Puccio ³	New York	250,000	250,000	L 295	Ernest E. Sowell	Indianapolis	111,413	137,524
Les Singer	Toledo	206,349	234,494	Int'l, Ohio Conf., JC 44, L 20	Dominique Coe ²	Covina, Calif.	137,131	137,408
Michael Coli	Chicago	226,200	228,926	L 727	Tom Griffith ²	Harrisburg, Pa.	111,054	137,132
Randy Cammack	Los Angeles	208,665	225,408	Int'l, JC 42, L 63	Richard A. Smith	Chicago	130,000	136,956
Carroll Haynes ⁴	New York	203,534	225,271	Int'l, JC 16, L 237	Kenneth Stacy	Lexington, Ky.	126,118	135,536
Joseph L. Bernstein	Chicago	215,104	222,142	JC 25, L 781	Robert Kikuchi ²	Covina, Calif.	134,274	134,404
Richard Heck ²	Minneapolis	195,079	219,012	Int'l, JC 32, L 638	Gerald L. Hood	Anchorage, Alaska	114,232	134,159
Stephen Mack	Hayward, Calif.	178,955	218,297	Int'l, JC 7, L 78	William Woldman	Chicago	116,771	133,518
Leo Reed	Los Angeles	203,645	218,127	Int'l, L 399	James Gilmore	Waterbury, Conn.	118,797	133,417
Phil Young	Kansas City	194,045	215,569	Int'l, JC 56, L 41	Keith Gleason	Peoria, Ill.	121,929	133,243
Richard Lyter ²	Washington, D.C.	152,475	213,527	Int'l	Anthony Cousimano	N. Hollywood, Cali	123,048	133,182
Jack Cipriani	Greensboro, N.C.	190,618	211,204	Int'l, Brewery Conf., JC 9, L 391	Danny Barton	Indianapolis	126,100	132,874
Chuck Mack	Oakland, Calif.	177,981	208,740	Int'l, JC 7, L 70	Bill Bounds ²	Danville, Ill.	122,125	132,675
George Cashman	Boston	195,663	208,137	Int'l, JC 10, L 25	John Williams	Seattle	117,097	131,924
Frank J. Gillen	Philadelphia	174,411	207,855	Penn. Conf., JC 53, L 500, L 107	David Robinson	Saginaw, Mich.	104,750	131,283
Chester Glanton ²	Chicago	187,089	206,199	Int'l, L 743	Howard Redmond	New York	125,430	131,047
Walter Lytle	Ft. Wayne, Ind.	185,906	206,138	Int'l, L 414	Carolyn Washburn	Louisville, Ky.	127,518	130,730
Fred Gegare	Green Bay, Wisc.	179,542	205,139	Int'l, JC 39, L 75	John Jackson	Collingswood, N.J.	118,135	130,716
John Harren	Los Angeles	187,800	200,345	L 986	Dennis Weinert	Dayton, Ohio	127,065	130,663
Ralph Taurone	Salt Lake City, Ut	172,768	199,773	Int'l, JC 3, L 222	Donald DiLeo	Newark, N.J.	119,306	130,469
John Murphy	Boston	161,687	198,541	Int'l, L 122	Danny Bruno	Covina, Calif.	120,960	129,725
Bernard Doyle	Elmsford, N.Y.	169,721	197,497	L 456	Willis Bond	S. El Monte, Calif.	115,754	128,784
Anthony Rumore	New York	188,800	197,480	JC 16, L 812	Kenneth Hollowell	Detroit	109,350	127,742
William T. Hogan, Jr.	Chicago	174,500	194,916	Int'l, JC 25, L 714, L 179	Thomas Custer	Chicago	119,775	127,283
Carlow Scalf	Detroit	140,753	193,002	Int'l	Patrick Kelly	Orange, Calif.	113,864	126,884
Richard Volpe	New York	161,759	192,193	Int'l, L 550	Joseph Tramontana	Mountainside, N.J.	120,400	126,074
Ken Hilbish	Atlanta	158,506	190,661	Int'l, Ga.-Fl. Conf, L 528, L 1129	Nicholas Mancuso ⁴	New York	111,987	125,618
Robert Bernstein	Chicago	184,265	190,076	L 781	Michael Ianniello	Jamaica, N.Y.	118,800	125,481
Donato DeSanti	North Brunswick, NJ	163,351	189,464	Int'l, JC 73, L 701	Charles Crawley	Houston, Tx.	116,362	125,337
Louis Smith	New York	172,440	184,490	JC 16, L 810	Dennis Raymond	Waterbury, Conn.	105,777	124,293
Steven Gilman	New York	170,841	184,308	L 810	William Lichtenwold	Toledo, Ohio	101,194	123,950
Lawrence Brennan	Detroit	156,602	184,090	Int'l, JC 43, L 337	John Thomas	Chicago	106,890	123,757
Raul Lopez ²	Covina, Calif.	182,088	182,399	L 396	Daniel J. Kane, Jr.	New York	107,093	122,944
Robert Lennox	Pico Rivera, Calif	161,219	178,359	Int'l, JC 42, L 495	Casey Sawyer ²	Vallejo, Calif.	100,742	122,826
Daniel Kane, Sr.	New York	150,567	175,657	Int'l, JC 16, L 111	Robert A. Hogan	Chicago	105,508	122,672
Edward F. Keyser	Philadelphia	151,135	174,617	Int'l, JC 53, L 500, L 115	David Swift	Louisville, Ky.	119,508	122,563
Paul Houck	New Castle, De.	147,697	172,233	Int'l, L 326	Mark Harrington	Boston	106,564	122,548
Ken Wood	Tampa, Fla.	154,469	170,962	Int'l, Ga.-Fl. Conf., L 79	Greg Lucidi	Trenton, N.J.	114,128	122,511
Fred Zuckerman	Louisville, Ky.	159,274	170,213	Int'l, Ky.-W.V. Conf., JC 94, L 89	Jane Barker	New York	122,077	122,371
Edward Doyle	Elmsford, N.Y.	144,065	168,971	L 456	Joseph Bennetta	Bridgeport, Conn.	110,813	122,275
Jerry Vincent ¹	Louisville, Ky.	164,250	168,542	Ky.-W.V. Conf., JC 94, L 783	Mark Muller	Chester, Penn.	110,070	121,981
Stuart Mundy	East Providence, R	148,313	168,322	Int'l, JC 10, L 251	Robert Warnock, Jr.	South Bend, Ind.	116,250	121,634
David Laughton	Manchester, N.H.	133,750	168,144	Int'l, Brewery Conf., JC 10, L 633	Melanio Cuebas, Jr. ^{2,4}	New York	110,470	121,426
Peter Scarlatos ⁵	New York	163,300	164,968	Int'l, JC 16, L 831	Anthony Cornelius	Green Bay, Wisc.	108,543	121,122
Robert Barnes	Waukegan, Ill.	155,775	164,013	JC 25, L 301	Edward P. Polster	St. Louis	100,472	121,046
Anthony J. DiGrazia	Chicago	153,920	162,470	L 781	Paul Walsh	South Boston, Mass	109,046	120,740
Rome Aloise	San Leandro, Calif	132,060	162,108	Int'l, JC 7, L 853	Michael Fackler	Louisville, Ky.	115,840	120,727
John Steger	Washington, D.C.	150,390	161,187	Int'l, L 639	Dennis Hart	San Jose, Calif.	104,278	119,607
Jimmy Hammack ²	Fresno, Calif.	151,656	160,859	JC 38, L 431, L 857	Jerry Vercruse	Los Angeles	105,969	119,552
Cheryl Johnson	Toledo, Ohio	103,125	160,468	Int'l, L 20	Robert Bouvier ⁶	Montreal, Queb.	115,196	119,470
John Dulczak	Philadelphia	136,191	160,443	L 837	Walter Williams	N. Hollywood, Cali	111,203	119,140
Tyson Johnson	Dallas	137,174	159,841	Int'l, JC 80, L 745	T. Marchetti	N. Hollywood, Cali	110,366	118,954
Thomas J. O'Donnell	Lake Success, N.Y.	150,000	159,530	L 817	Roger Insprucker	Cincinnati	105,267	118,872
Anthony Buonpane	New Haven, Conn.	148,250	159,115	JC 10, L 443	Timothy R. Lehman	Chester, Penn.	102,420	118,755
Roger Hunt	Canton, Ohio	135,077	158,905	Int'l, Ohio Conf., JC 41, L 92	Joseph Martucci	Chicago, Ill	101,808	118,551
Terrence Hancock	Chicago, Ill	135,687	157,708	Int'l, L 731	Joseph Galli	St. Louis	113,801	117,949
Joseph Valenti ¹	Detroit	157,124	157,124	JC 43, L 214	James Minisci	Los Angeles	109,153	117,687
John Wientjes	Louisville, Ky.	152,715	156,478	L 89	John Gerow	Union, N.J.	112,115	117,564
Anthony Judge	Chicago	136,266	156,271	JC 25, L 706	Virginia Bruno ²	Covina, Calif.	116,656	116,656
Ernie Soehl	Union City, N.J.	137,135	155,908	Int'l, L 560, L 701	Dennis Taylor	Baltimore, Md.	111,080	116,600
Ronald McLain	Des Moines, Ia.	139,394	154,243	Int'l, L 147	Kurt Larsen	Los Angeles	105,104	116,267
James Dawes	Chicago	142,568	150,783	L 710	Robert Morales	San Francisco	111,526	116,247

Officials

AFFILIATES	NAME	CITY	SALARY	TOTAL COMP.	AFFILIATES
Int'l, L 848	Richard Foley	Worcester, Mass.	102,510	115,975	L 170
Int'l	Paul Mihalow	Los Angeles	107,200	115,936	JC 42
Int'l	Val Fiorillo	Mountainside, N.J.	107,400	115,719	L 863
L 396	Harry E. Dellinger, Jr.	Washington, D.C.	100,750	115,610	Int'l
Int'l, L 41	Alphonse Rispoli, Jr.	Mountainside, N.J.	107,973	114,914	JC 73, L 863
Int'l	John T. Metz	St. Louis	103,368	114,434	JC 13, L 610
Int'l, JC 25, L 179	Bernard Marosites	Kalamazoo, Mich.	109,239	114,369	L 7
Int'l, L 78	Carl Gentile	Worcester, Mass.	102,437	113,771	L 170
Int'l, L 747	Gerald Ranita	New York, N.Y.	107,050	113,501	L 804
L 396	Thomas Rosano	New York	104,000	113,471	L 812
Int'l, Penn. Conf., JC 56, L 776	Paul Cardullo	Philadelphia	102,500	113,195	Penn. Conf., JC 53, L 929
L 781	Walter Schuler	Detroit	106,650	112,960	L 247
Ky.-W.V. Conf, JC 94, L 651	Clifford Soquet	Waterbury, Conn.	99,777	112,440	L 677
L 396	Kenneth Haarala	Los Angeles	105,000	112,329	L 63
L 959	Mary Salmeron	S. El Monte, Calif	103,000	112,189	L 986
L 731	Arthur Illery ⁴	New York	100,041	111,876	L 237
JC 10, L 677	David Lucas, Jr.	East Hartford, Conn.	102,212	111,846	JC 10, L 671
Int'l, JC 65, L 627	Ronald A. Foster	Indianapolis	101,101	111,742	Ind. Conf., L 135
L 399	Gerald Shaw	Louisville, Ky.	111,160	111,737	L 89
Int'l, Ind. Conf., JC 69, L 135	Donald Krauchuk	Union, N.J.	107,308	111,519	L 97
L 26	Louis Digiampaolo	Boston	99,434	111,434	L 25
Int'l, JC 28, L 117	Donna Santoro	New York	100,410	111,424	L 810
Int'l, JC 43, L 486	Joseph J. Bairos	Providence, R.I.	98,688	111,327	L 251
Int'l, L 804	George Brier	Waterbury, Conn.	99,777	110,668	L 677
Ky.-W.V. Conf, L 89	Patricia Stryker ⁴	New York	98,864	110,653	L 237
JC 53, L 676	Jerry Laird ²	Sacramento, Calif.	104,728	110,488	JC 38, L 857
Int'l, Ohio Conf, JC 41, L 957	Victor Nuzzolilo	Worcester, Mass.	102,437	110,487	L 170
JC 73, L 408	Jerry Putnam	Ft. Worth, Tx.	106,168	110,382	JC 80, L 997
L 396	John Millet	Worcester, Mass.	102,437	110,134	L 170
JC 42, L 986, L 420	Dennis Vadini	Cleveland	105,312	109,691	Int'l, Ohio Conf., JC 41, L 52
L 247	Gary Tiboni	Cleveland	99,900	109,428	JC 1, L 436
JC 25, L 673	Grace Palacios ²	Covina, Calif.	109,216	109,412	L 396
L 396	Gerard Moran	Norristown, Penn.	99,498	109,239	L 384
L 863	Thomas Aloisio	Detroit	102,600	108,917	L 247
L 237	Steve Weinert	Chicago	103,654	108,651	L 738
L 522	Harry Nespoli ⁵	New York	108,500	108,500	L 831
Int'l, JC 58, L 988	Michael B. Haffner	Waukegan, Ill.	100,067	108,346	L 301
Int'l, L 677	R. Hann	Orange, Calif.	102,541	108,184	L 952
Int'l, JC 44, L 20	S. Dayan	N. Hollywood, Cali	99,344	108,073	L 399
JC 25, L 754	George Westley ²	New Orleans	99,996	108,067	L 270
Int'l, L 202	Robert Piccone	South Portland, Me	101,723	108,000	JC 10, L 340
Int'l, JC 7, L 490	Charles Cimino, Jr.	Cleveland	100,749	107,863	Ohio Conf., JC 41, L 400
L 714	A.W. Parker	Houston, Tx.	100,988	107,740	JC 58, L 968
L 89	Anthony R. DiGrazia	Chicago	102,171	107,633	L 781
Int'l, L 25	David McCarthy	Worcester, Mass.	102,437	107,505	L 170
JC 73, L 35	Robert Kelly ⁵	New York	107,500	107,500	L 831
L 813	Frank Connelly, Jr.	New York	99,000	107,367	L 817
Int'l, L 191	Gerard Vezina	West Quincy, Mass.	103,057	106,880	L 494
L 312	Robert Belans	Miami	104,380	106,463	Ga.-Fl. Conf., L 769
Ind. Conf., JC 69, L 364	Ernest Sheehan	Boston	98,294	106,207	L 25
L 237	John McCormick ²	Chicago, Ill	105,570	105,630	L 705
Int'l, JC 39, L 75	Ritchie Reardon	Boston	98,415	105,338	L 25
JC 13, L 6	Colvin Bolton	Louisville, Ky.	99,253	105,317	L 89
L 379	Joseph Boyajian	East Providence, R	99,359	105,235	L 251
L 89	James Walker	New York	98,449	104,902	L 804
Int'l, L 296, L 78	William Buhlert	New York	99,000	104,355	L 804
JC 42, L 630	Joseph Yeoman	Atlantic City, N.J	98,450	103,486	JC 53, L 331
Int'l	Anthony Magrene	New York	99,347	103,166	L 804
L 399	Faith L. Newyear	Waukegan, Ill	100,917	102,150	L 301
L 399					

Footnotes:

- Figures from 1999 used in whole or part. 2000 not available.
- No longer an official due to retirement, defeat in an election, IRB charges, or passing away.
- Non-salary fee, related to local trusteeship.
- Local 237 figures are from 1998 Form 990; more recent figures not available. Form 990s also do not list expenses, and only officers, not business agent salaries, are available. There are more Local 237 officials in the Club, but information on them is not available.
- Figures from 1997 used for Local 831; more recent figures not available.

6. Figures in Canadian dollars, and only for International salary. Canadian affiliate salaries are not available. This chart includes Teamster officials and staff who received total compensation over \$100,000 and salaries over \$98,000 in 2000. This information was compiled and analyzed from hundreds of LM-2, LM-3 and IRS Form 990 reports. Total compensation includes salaries, bonuses and expenses, but does not reflect other benefits such as pensions, automobiles, etc. The U.S. Department of Labor reports that several LM-2 forms have not been filed; we will update this chart if new information adds to it.

Key: Int'l=International Union; JC=Joint Council; L=Local.

It's Up to You

This chart is a report card on our union's priorities, presented by TDU for your review.

In the past two years, the direction has not been good. Millions of dues dollars have gone into multiple salaries and perks that previously went into organizing and building our union.

The International pays 140 multiple salaries, with 66 of them on this chart. A whole new perk has been invented: luxury hotel housing for top officials (see page 8).

But the news is not all bad.

Can it Change?

In the 1980s the people at the top of our union took even more perks. Members organized through TDU, and won a number of reforms. More Teamsters became more aware of misplaced priorities. New leaders were elected in some locals, and at the International Union in 1991. Perks came down. Organizing and contract campaigns got more resources.

In the past two years this positive direction has been reversed. That's where TDU comes in, and where you can make a difference.

Members have a choice. We can sit back and let those in power set the priorities (and then complain), or we can take matters into our hands in our own union.

- Distribute this information to fellow Teamsters.
- Support leaders who will change our union's priorities away from perks for officials and toward building a strong, democratic Teamsters Union.
- Contact TDU to find out more about what you can do, starting in your own local, to change priorities and put Teamster money to work for Teamster members.

Make Your Own Evaluation

Only TDU has the integrity and expertise to provide Teamsters with this information. Each year TDU analyzes the financial information and produces a factual report, no matter who is in office. All officials are treated equally, whether they are friend or foe, elected or appointed, hard-working or not. Teamster members can make their own judgements.

What are the priorities in your local? Contact TDU for your local LM-2. Free to members, others please include donation.

International Vice Presidents Taking Illegal Salaries?

Two and possibly three International Vice Presidents took salaries in excess of those allowed by our Teamster Constitution, according to our study of Teamster finances and salaries. (See pages 6-7.)

Jon Rabine, Thomas O'Donnell, and possibly James Santangelo all appear to have taken multiple salaries in excess of the legal limit contained in the IBT Constitution. TDU is demanding an explanation, and will file charges if necessary to recover any funds illegally taken from the union.

The Teamster Constitution, Article V, Section 1(a), prohibits any International official from making more than the General

President, whose salary for 2000 was \$228,713. (Teamster officials who do not receive a salary from the International Union have *no salary limit*.)

International Vice President Jon Rabine, who was voted out of office by the members of Seattle Local 763 last fall, received combined salaries of \$241,926, our research indicates. International Vice President Thomas O'Donnell, who was suspended from office by the IRB last year, received combined salaries of \$234,881. Both are well in excess of the \$228,713 cap.

International Vice President James

Santangelo tips the scales at \$240,844 on our salary chart, but the most recent salary we have for Los Angeles Local 848 is from the year 1999. The Department of Labor reports that Local 848 has failed to file an LM-2 form for 2000; it was due by March 31.

Before taking legal action, we are asking these vice presidents for an explanation of their possibly illegal greed.



Luxury Housing a New IBT Benefit

Four top IBT officials were paid some \$2,000 to \$3,000 per month during 2000 in a luxury housing allowance, TDU has learned in the course of financial research.

These four are General President James Hoffa, General Secretary-Treasurer Thomas Keegel, and two appointees, Richard Lyter and Carlow Scalf. Lyter was the executive assistant to Keegel until he was removed from our union earlier this year for having his hand in the union treasury. Scalf is the executive assistant to Hoffa, the same one who approved the restaurant expenses of up to \$400 per day for Hoffa's special assistant Dane Passo.

They each received from \$20,000 to a

high of \$38,000 (for Keegel) in this housing bonus last year. This is in addition to a salary of over \$200,000, a daily per diem allowance, full meal and beverage expenses, all luxury travel expenses paid, their FICA (social security taxes) paid for the *employee portion*, and a pension plan that will make them millionaires in retirement.

When Hoffa ran for office he criticized the previous administration for renting some apartments to house International officials who needed to spend time in Washington. Sure enough, those cheap apartments have been replaced by deluxe accommodations.

IRB Hearing Set for Oct. 17-19

Hoffa Refuses to Hear Corruption Charges

The Independent Review Board (IRB) has scheduled hearings for Oct. 17-19 in Las Vegas to hear corruption charges against top Hoffa administration officials. The hearing is open to Teamsters and the public, and is expected to provide an inside look at corruption in Hoffa's administration.

Hoffa's administration refused to hear the charges, and instead passed the buck to the IRB. When the charges were filed in late May, Hoffa claimed that the International Union would hold a hearing. But three months later Hoffa quietly refused to hold a hearing, after delaying justice for that period.

Incredibly, Hoffa is claiming to the media and the Republicans in Congress and in the Justice Department that he can clean up the union himself, without the IRB as a watchdog. But here, when his top aides are charged with corruption, he refuses to even hold a hearing! Without the IRB, Passo, Hogan and Jacobson would get away with this corruption and be free to sell out more Teamster jobs.

The charges against Hoffa's special assistant Dane Passo, and International Representative Billy Hogan involve a sweetheart deal they engineered with United Services, a nonunion temp outfit partially owned by Hogan's brother. The

deal would have lowered wages for some 1,400 Teamsters in the Las Vegas trade show industry. The charges against Hoffa's International Rep Ed Jacobson involve covering up the deal, to protect Hoffa and his aides.

TDU, after obtaining documents from the IRB, has revealed that Passo and other Hoffa officials spend up to \$400 per day on the union tab for meals and drinks for themselves and their buddies, and that these expenses are routinely approved by Hoffa's executive assistant, Carlow Scalf. No action has been taken to recover those funds or remove Scalf.

Carey on Trial

As we go to press Ron Carey, Teamster president from 1992 through 1997, is on trial in New York, charged with perjury. Carey was barred from running for re-election after his campaign manager and consultants leveraged Teamster donations to Citizen Action, the National Council of Senior Citizens, and other civic organizations to get \$200,000 in donations to Carey's 1996 campaign. Carey is not charged with taking part in the scheme, but with testifying falsely about what he knew about it. A verdict is expected sometime in September.

Hoffa, Keegel File False Document

International Union Hides 13 Multiple Salaries

The International Union's most important annual document, the LM-2 financial report filed with the Department of Labor, fails to list at least 13 officials who receive multiple salaries from the Hoffa administration.

The 13 include three Hoffa appointees from his own Pontiac Local 614, including former Local 614 president Mike Bane. Bane was removed from the union

in July by the IRB for lying under oath about his organized crime association. Bane is a life-long associate of Hoffa and was an appointed International rep. Local 614 also filed a false report.

Months ago Tom Gilmartin of Local 559 sent the Hoffa administration a letter demanding a correction to the report. If the International officials persist in the cover-up, legal action will be taken.

Hoffa, IBT Divert Union Funds to Campaign

The Hoffa administration has recently been found guilty in a number of cases of using union funds to campaign for the Hoffa slate. These cases have involved using the IBT Convention, which cost the members an estimated \$10 million, to campaign for Hoffa, and using Teamster publications as campaign literature.

In one case, the Election Administrator ruled that the *Teamster Leader* which is mailed to 100,000 Teamsters, was used to

campaign for Hoffa by advertising Hoffa's campaign themes and slogans. Several other Teamster publications have done the same.

Cases are pending now before the Election Administrator that involve UPS management's campaign support and contributions to the Hoffa campaign.

Hoffa has been caught accepting illegal campaign contributions from UPS management on two previous occasions.

Does YOUR Local Have Campaign Lit Displayed?

All Local Unions **must** display both Hoffa and Leedham literature in the union hall on an equal basis. Does yours?

There are two ways this can be done under the Rules: either a bulletin board or a literature table. A bulletin board must have one piece each of Hoffa and Leedham literature. A lit table must have a supply of Leedham and Hoffa leaflets, on an equal basis. Just one kind of leaflet for each campaign.

There can be no bumper stickers or other campaign advertising, or extra material or leaflets for either candidate, on any union property.

If your local is not in compliance with the Rules, you can file a protest with the Election Administrator, or contact TDU.

Hoffa Administration Loses Major Case

UPS Cuts Full-Time Air Hub Wages

Jake Silva took a full-time combo job at the Seattle air gateway and was making \$17.50 an hour. Until UPS management cut his wages to \$15.29. Another part-timer who took a full-time job there lost \$5 an hour in the big wage cut UPS just imposed in their latest attack on full-time inside jobs.

"Many people I work with feel very let down by Mr. Hoffa and mad at management. We took these jobs understanding we would get decent wages. But we understand now more than ever that we need to stick together to fight for change at UPS," Jake told us.

UPS management is always looking for loopholes to undermine our contract, and they are using one to slash wages for hundreds of Teamsters at gateways and some air hubs. In July an arbitrator ruled that UPS could pay full-time employees in certain air hubs and gateways as low as \$8.50 per hour. The "Trojan Horse" contract language in Article 40, Section 6(h), reads "Air hub and gateway employees and air

walkers shall be paid the 'all other' rate as shown in Article 22."

The provisions of Article 22 Section 3, provide for the creation of 10,000 new jobs. The wages for those jobs are contained in Article 41, Section 3. Despite the contract's clear indication that wages contained in Article 22 are exclusively for part-time employees, the arbitrator ruled this language allowed UPS to cut the wages of those who were already in the jobs back to the "all other" part-timer rate.

This disaster began in Dallas-Fort Worth when management reduced a group of full-time inside air hub employees' wages. They were receiving full-time inside wage rates as outlined in Article 41, Section 3, which has a starting rate of \$13 and \$17.50 after a two-year progression. The company claimed they made a payroll error by paying these employees at this rate, and slashed wages.

Dallas Local 767 filed a grievance

and it was deadlocked to arbitration. On July 21 the arbitrator released his ruling.

The arbitrator noted in his decision that, "The Union contends that it is the arbitrator's obligation to make the decision as to which (contract language) is controlling." It seems that the International leadership, rather than argue their position convincingly, left it all up to the outside arbitrator to decide. He went on to say, "The moving party must carry the burden of proof to prevail; the Union has not done so."

With this decision the company can now create full-time jobs at \$8.50 an hour at certain air facilities. You might make more working full-time at your local burger place.

Although this decision will cost Teamster members millions of dollars, the International union treated it as a routine matter. They did not bring forward the strongest grievances from a number of hubs, or rally members behind the issue to win.

After the International managed to lose the arbitration they didn't even have the guts to inform members, or present a course to redress this injustice.

So where do we go from here? An arbitration decision is hard to reverse but the union does have the right to go to court. Most importantly, we need a strat-

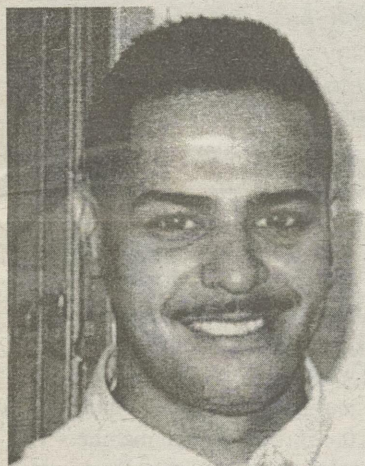
egy to reverse this injustice in the next contract and get rid of all the loopholes and concessions of Article 40 (air operation). TDU is committed to that goal.



"With our contract coming up in 2002 it is important for the most active and committed Teamster reformers to get together to plan our fight for a good contract."

That is why I will be in Pittsburgh at the TDU Rank and File Convention Sept. 21-23."

Louis Irby
Little Rock Local 878
UPS Package Car Driver



"We have turned things around at UPS here in Puerto Rico. The members are sticking together and defending their rights like they never did before."

"I'm coming to the TDU Convention because I want to share experiences with other shop stewards and local leaders, and to find out more about what is happening across the International."

Luis Valderrama
Local 901, UPS shop steward
Puerto Rico

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Spread the news. *Convoy Dispatch* is the best source of Teamster news, along with educational articles for Teamster activists. A lot's going on in our union these days, and reading *Convoy* is the best way to stay on top of events, and to get prepared for important contract campaigns.

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UPS & Downs

New UPS CEO Selected.

Michael L. Eskew will replace retiring CEO Jim Kelly in January 2002. The former Corporate Vice President for Industrial Engineering will take the top spot just as contract negotiations begin.

UPS Spokesman Not Afraid of IBT Under Hoffa.

"We certainly are not dreading or fearing negotiations, or anything like that," said UPS spokesman Norman Black. "The Teamsters under its current leadership has shown a willingness to work with us. They were key allies in our effort to get the flights to China. We're very confident." This quotation appeared in a June 9 article about the upcoming UPS contract in the Press-Enterprise, a Southern California newspaper.

Federal Court Overturns Tax Ruling.

The 11th U.S. Circuit Court of Appeals overturned a 1999 ruling that could clear the way for UPS to recover \$1.4 billion in taxes and penalties it was forced to pay in 1999. UPS used an off-shore operation called Overseas Partners Limited to shelter monies paid for package insurance from tax liability.

Thrift Plan Terminated.

UPS announced the termination of the Thrift Plan last month.

UPS attempted to terminate the plan in 1995. No new payroll deductions into the plan were allowed after that time. As an alternative, UPS offered to allow full-time employees to purchase stock. Part-timers were excluded from this opportunity until the IBT took legal action to force UPS to allow all employees to purchase stock.

The Thrift Plan continued for six years. Last year, however, thrift plan participants suffered a loss on the balance of their accounts. This was despite a \$2.8 billion profit by UPS.

The current IBT administration has vowed to fight the termination of the plan.

UPS employees have lost a retirement savings option. The union negotiating committee should demand that the "maintenance of standards" language in our contract compels UPS to offer a savings plan of equal or greater value to the now-eliminated Thrift Plan.

Central Pa. Teamsters Fight for Decent Pensions

Mike Nardelli
Roadway Express
Scranton Local 229

A poster on the union bulletin board at Roadway in Tannersville, Pa., proclaims "Watch Your Wallets." It's a reference to the Republicans' attempt to change the way overtime is paid. But that advice applies to every Teamster in the Central Pennsylvania Teamsters Pension Fund.

The trustees, union and employer, of our fund have decided to make changes to the current R.I.P. Pension Plan. Members have a right to the answers to a lot of questions. A lot of promises have been made, but no results have been forthcoming. Consider the situation:

- The changes are necessary because the Defined Benefit Plan (the pre-1987 plan) is drastically underfunded by \$160 million. One result of this shortfall: retirees have now lost their 13th check, for the first time in at least 14 years.
- The same actuarial firm, Beyer-Barber Company, that gave the false assurance in 1987 that "every single penny is funded," is still being used by the fund.
- Teamsters are retiring on pitiful pensions far below what brothers and sisters under the same contract are getting from other Teamster plans, or forced to work much longer when they want to retire.
- The option being proposed to give some relief to those who need it — those retiring in the near future — pits Team-

ster against Teamster.

Members Misled

When the change from defined benefit to defined contribution was made back in 1987, we were told the defined benefit plan was 100 percent funded. In the pension fund newsletter, union trustee Jim Burns stated, "There is available in this office an actuarial report performed by the firm of Beyer-Barber Company, which clearly indicates that as of 1/1/86 every single penny of accumulated benefits was funded, and in fact there was an excess." The latest information we have is that the shortfall is now \$160 million! How could they have been so far off? Apparently they used actuarial tables from 1951.

Big questions come to mind. Why is Beyer-Barber still being used as the fund's actuary? Can we believe their figures now? UPS wanted to control their own pension fund during the last negotiations. With the defined benefit plan so underfunded and with the defined contribution plan earning only .2 percent, 3.6 percent and 6.6 percent in the past three years, UPS management can appeal to their employees here for support.

Options Being Proposed

The pension fund is considering two options to bail out the Defined Benefit Plan. The first is a new defined benefit

plan, and the second choice is a partial defined benefit, partial defined contribution plan. There is also hope that the Central Pennsylvania Fund will merge with the Upstate N.Y. Fund. It would help our soon-to-retire Teamsters, but hurt younger participants. But the main question remains: Why are the union trustees letting the companies off the hook for the unfunded liability?

The new options proposed would help those retiring, who are getting pitiful benefits now, by letting them keep their defined contribution benefit (\$160,000 for many in the plan since 1987) and also get defined benefit credit also. But who would pay for it? The answer is in the

trustees' report: the younger guys will suffer, will lose money because of this deal.

A lot of members thought the original switch in 1987 from a defined benefit plan to a defined contribution plan would hurt them, and they were probably right. For anyone retiring between 1988 and 2002, the switch hurt. The new options proposed by the trustees give some relief here, but at the expense of younger Teamsters.

Teamsters in Central Pennsylvania are owed some answers. And they are owed a decent pension.

Do you have a different opinion, or information, ideas or questions, regarding this important issue? Contact TDU at (313) 842-2600.

Vegas Convention Workers Sold Out

Just three months after the Independent Review Board (IRB) issued a blistering report charging top aides of James Hoffa of trying to engineer a sweetheart deal with the Las Vegas convention industry, IBT Vice President Jim Santangelo has cut a deal that formalizes the sell-out of these Teamsters.

Hoffa sent in a new trustee (the third in a year), Ed Burke, since the IRB hit his prior Vegas appointees with corruption charges. Burke, with Santangelo at his side, gave deep concessions in the master contract covering 1,400 Teamsters.

The contract effectively eliminates the union hiring hall. Prior to this deal Local 631 operated a hiring hall, with a huge "C List." When more trade show and convention workers were needed, they were dispatched from the local's C List. If this list was exhausted (a rare event), they called other Teamster locals and, if necessary, other unions in Las Vegas. Only after that could the companies hire off the street or use temp agencies.

Santangelo and Hoffa's trustee Ed Burke, gave all that away. After the regular work force is exhausted, management can now go directly to outside sources. Before, the union could police the contract, knew who was working, what they were paid and that health and welfare contributions were properly made. Now, "It's a free for all," one Teamster told us. There's no guarantee that the temps are getting the contract rate, or if they have to kick some back to their agency.

Santangelo and Burke substituted an "apprenticeship program." In an industry growing by leaps and bounds, there is no guarantee on how many apprentices will be trained. The door is open for sweetheart deals such as the one Hoffa's staff was caught making with United Temps, which got them charged by the IRB.

While the contract provides for 60-cent a year raises, it also gives relief to the employers on health and welfare benefits that ultimately could force benefit cut-

Corruption hits members in the pocket book and in job security. From ready-mix drivers to convention workers, Hoffa's trusteeship has hurt Las Vegas Teamsters. It's time to end that trusteeship and give the local union back to its members.

backs.

How They Ratified It

The rank and file turned down management's first offer 904 to 27. But then Burke and Santangelo came in with another offer and bullied members into ratifying it 720-356. They told members it was the absolute best they could get, and that if they voted no, they would be put on strike and would lose. They conducted the vote at a table where they could see how some members were voting. The ballot box was under the control of the International reps during the few days before the votes were counted, leading to suspicion on the part of some members.

Burke is now blaming the members for the deal, saying they were too weak and ill-prepared to strike. The IBT has been in control of this local for 14 months. Don't they have some responsibility to lead, instead of blaming the members?

The rank and file of Local 631 have lost ground on every contract negotiated by the International union since the local was slapped into trusteeship for political purposes, because Hoffa didn't like the elected officers and they refused to cut a deal for Billy Hogan's brother.

Corruption hits members in the pocket book and in job security. From ready-mix drivers to convention workers, Hoffa's trusteeship has hurt Las Vegas Teamsters. It's time to end that trusteeship and give the local union back to its members.

(See related article on the October trial of Billy Hogan, Dane Passo and Ed Jacobson in Las Vegas on page 8.)

Local 630 Dumps Unit

Fishy Doings At Fishking

What do you do if you have a group of over 400 Teamsters who are dissatisfied with your representation and show up at union meetings to demand that their leadership actually does their jobs? Apparently if you're the Local 630 leadership in Southern California you dump them.

Local 630 has represented the workers at Fishking Processors, Inc. for over 30 years. For the last 15 years these members have been paying a special assessment so that their union would have a local strike fund. This strike fund now has \$6 million in it. With their contract coming up in November, you would think they would be sitting pretty and in a strong position to negotiate. No such luck!

On Aug. 21 the local posted a notice for a meeting five days later "to coordinate proposals for the upcoming negotiations of a new Collective Bargaining Contract." But when members got there they were met with representatives from both Local 630 and Local 63. Local 630 told them that they no longer represented any other food processing workers and were no longer interested in representing them.

They then turned the meeting over to representatives of Local 63, a local with no strike fund, no bargaining history with Fishking and a union hall over 60 miles away. The Local 63 reps urged them to sign authorization cards to be represented

by Local 63.

If enough (30 percent) Fishking workers sign Local 63 authorization cards the National Labor Relations Board will conduct an election with two options: Local 63 or No Union. Management, of course, is salivating at this opportunity and actively conducting a campaign for them to go nonunion.

Why would any local voluntarily give up over 400 members? The workforce at Fishking is very diverse. Although the majority are Spanish-speaking women there are also African Americans and Asians employed there. They show up in large numbers at union meetings to voice their concerns and demand better representation. And it is obvious to all that come the next election they are likely to vote against the incumbent officers.

So after 15 years of paying extra dues to build a strike fund and be in a strong position to fight for a decent contract they are being abandoned for the sake of political expediency.

If locals are allowed to abandon members at will what kind of message does that send to current members? Even worse, what kind of message does that send to workers who are trying to organize? This behavior by Local 630's leadership is despicable and should not be allowed to occur.

Nashville Carhauler Wins \$803,664

Major Court Victory Preserves Right to 'Follow the Work'

Nashville carhauler David Garrison, a member of Local 327, won a major victory in Federal Court in July when a jury found that Cassens Transport violated the National Master Automobile Transporters Agreement (NMATA) when Cassens refused to let Garrison "follow the work."

Garrison had worked at Allied Systems since 1980, but was off on medical leave in 1994 when Nissan eliminated Allied as a carrier and awarded the traffic to Cassens and Commerical Carriers. Garrison elected to follow the work to Cassens.

Cassens Invents '30-Day Rule'

In 1996, when Garrison returned to work with a doctor's release, Cassens refused to put him to work and invented a so-called "30-day rule." The National Joint

Standing Seniority Committee (NJSSC) allowed Cassens to introduce this false evidence, even though in 1994 the NJSSC had ruled in the Avon Lake Decision that drivers off on medical leave had the right to follow the work, and were "deemed as transferred."

Guess who asked the NJSSC for clarification in the 1994 Avon Lake Decision, about what to do with the drivers who wanted to follow the work but were on medical leave? You guessed it — Cassens.

When the jury saw the evidence Garrison presented, it awarded Garrison \$408,885 in back wages and an additional \$500,000 in punitive damages, because Cassens knew about the Avon Lake Decision and still deprived Garrison of his right to follow the work to Cassens.

Local Violated DFR

The jury found that officials of Local 327 had violated their duty of fair representation (DFR), and attributed Local 327 to 25 percent fault. Before the trial, Jimmy Neal, president and BA, asked Garrison to release Local 327 from the suit, saying that it would cost Local 327 \$50,000 to fight the suit. Garrison did release Local 327 from the suit and in doing so he not only saved Local 327 \$50,000, he also saved them the 25 percent portion of the jury award (\$102,221) for a total of \$152,221.

Garrison said, "I never wanted to collect a dime from my fellow Teamsters at Local 327."

Right now, drivers at Wentzville, Mo., where Allied lost the traffic to Jack Cooper, are being told by Jack Cooper that they have lost their right to follow the work because they didn't report

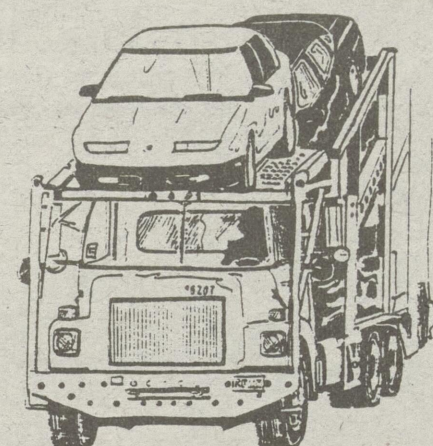
within 30 days. However, on Aug. 14, Joe Citarello of Jack Cooper sent Ian Hunter, Executive Director of NATLD, a letter requesting to convene the NJSSC.

Could it be that Jack Cooper has heard about *Garrison vs. Cassens*?

For More Information:

For further information about the right to follow the work under the carhaul contract, contact:

David Garrison
P.O. Box 815
Columbia, Mo. 65205
Fax: 573-387-4700
email: DavidGarrison@Bigfoot.com



Nonunion Threat Grows, GM Gives More to Nonunion

Fifty-five new nonunion carhaul locations have opened in just two years of Hoffa. There are now 128 nonunion carhaul locations in the U.S. and the cancer has just started to spread to Canada.

It's no secret that the big three would love to see a majority of carhaul traffic handled by nonunion carriers. They have already done this with incoming freight to their plants.

Fifty Teamsters in Framingham, Mass., are the latest casualties in the attack by nonunion outfits on union jobs. GM handed the work over to Swift on August 13. As has been the case all along, Hoffa, Conder and the IBT have consistently failed to aggressively take up the challenge.

Allied to Seek Concessions?

In a national phone conference on Aug. 9 Allied Systems CEO Hugh Sawyer reported to Allied employees on the com-

pany's problems and goals.

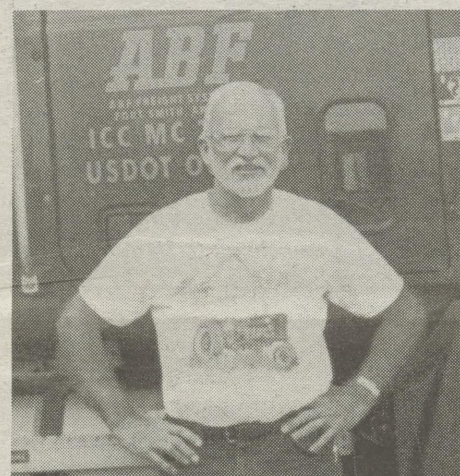
Allied's financial state has been poor for some time. Massive debt taken on during the purchase of Ryder is one cause. "Golden parachutes" given to ousted managers also has had an impact.

Sawyer stated that banks are changing their terms. If true, Allied will be paying even more on their loans.

The phone conference seemed designed to lay the groundwork for concessions. Sawyer said, "Some provisions of the current master agreement are outdated, some of the rules were designed for a very different logistics environment. AAG and Allied Systems don't have enough flexibility in our network."

He didn't say what exactly Allied is after. A 24/7 operation in the East is likely. The attack is already on in Selkirk.

No word yet from the IBT leadership on where they stand or plans.



"Have you ever been told you shouldn't rock the boat or make waves? Then join me at the TDU Convention, where we can learn how to rock the boat without sinking the ship."

"TDU has taught me how to defend my rights. Join us in Pittsburgh and become a more informed Teamster."

Keith Laughbaum

Local 957, ABF

Dayton, Ohio

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

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Freight Lines

Roadway To Launch Con-Way Type System?

Roadway's \$475 million purchase of New Penn Motor Express has raised a lot of questions among freight Teamsters. Roadway has now created a Next Day Group, indicating that it will likely purchase more regional carriers. While New Penn is unionized and covered by the NMFA, regional carriers it might acquire outside the northeast would likely be nonunion.

Roadway already divested itself of its regional carriers once, as did CF. And Yellow is seeking to do that now with Saia and Jevic. It appears that Roadway is going back around the same circle.

One thing is certain: strong language in the freight contract regarding double-breasted operations is a must.

Hours of Service Changes Put Off.

The Federal Motor Carrier Safety Administration (FMCSA) has delayed action for at least a year on changes to the hours-of-service regulations that have been in effect for six decades. The FMCSA says it will do a cost-benefit study of the various proposals now being considered, a process that will take at least a year.

The proposal issued for comment last year by the FMCSA called for a 24-hour clock for most road drivers, and a 10-hour minimum rest period.

TDU Rank & File Convention

1 the annual gathering of Teamster reformers from across North America **2** event where Teamsters participate in educational workshops and share information on legal rights, organizing strategies, getting members involved, and building the Teamster reform movement **3** the opportunity to meet Teamster leaders and active members like yourself **4 the most important Teamster event of the year, Sept. 21 - 23 at the Hilton Pittsburgh**

Directions to the Hilton Pittsburgh

From the East: PA Turnpike (I-76 West) to Exit #6 Monroeville-Pittsburgh onto Parkway 376 West. Exit 376 at the #2 Exit which is Stanwix street (left-hand exit). At the light, make a left onto Fort Pitt Boulevard. Take the first right onto Commonwealth Place. The Hilton is on the right.

From the West: PA Turnpike (I-76) to Exit #3 onto Route 19 South which will go into I-79 south. I-79 merges into I-279. Follow 279 South signs for the Airport/Fort Pitt Bridge. On the bridge, get into the second lane from the left (it will say Ft. Duquesne Blvd.). Exit left off the bridge and go down the ramp to Fort Duquesne Boulevard. At the first street light, make a right onto Stanwix Street. At the next light, make a right onto Liberty Avenue. Go to the next traffic light and make a right. This is Commonwealth Place, and the Hilton is directly on your right.

From the North: I-79 South merges into 279 South. Follow 279 South signs for the Airport/Fort Pitt Bridge. Follow this sign over the Fort Duquesne Bridge and take the Fort Duquesne Boulevard ramp. At the first light, turn right onto Stanwix Street. At the next light, make a right onto Liberty Avenue. At the next light, make a right onto Commonwealth Place. The Hilton is on your right.

From Pittsburgh International Airport: When you exit the airport, take a left and follow the signs to Pittsburgh to the Fort Pitt Tunnel. Go through the tunnel which will bring you out onto the Fort Pitt Bridge. Come off the bridge and at the first light, make a left onto Commonwealth Place. The Hilton is on your right.

From the South: Take 279 North through the Fort Pitt Tunnel and over the Fort Pitt Bridge to Exit #9 (Liberty Avenue). At the first light, make a left onto Commonwealth Place. The Hilton is on your right.

TDU Rank & File Convention



Sept. 21-23

Hilton Pittsburgh

Register Now!

See pp. 2-3 for convention schedule and workshop information.



TDU RANK & FILE CONVENTION, SEPT. 21-23

Name _____ Local _____
Address _____
City _____ State _____ Zip _____
Phone () _____ Company _____
If registering for others please include same info.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

of people
Fri., Sat. & Sun. \$190 x _____
Sat. & Sun. 155 x _____
Sat. only 115 x _____

Total Registration Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$90 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

☐ non-smoking room ☐ smoking room

_____ single room

_____ double room with _____

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$90 = Housing Cost = _____

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

☐ \$35 - one-year membership
☐ \$85 - three-year membership
☐ \$20 - spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = _____

TOTAL COST = _____

DISCOUNTS

Travel discounts for Teamsters and spouses. Enclose full payment or 50 percent deposit to receive early registration discount.

_____ \$10 travel over 500 miles one way

_____ \$20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

CREDIT CARD PAYMENT

Visa/MC # _____

Exp. date _____ / _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, Box 10128, Detroit, Mich. 48210